

Annual School Library Growth Plan

Date: _____ School Librarian: _____ School: _____ District: _____

GOAL 1	School Improvement Plan Goal (SIP)	English, Foreign Language, Science and Social Studies teachers will incorporate higher level reading strategies into instruction, including the use of summary and synthesis of reading to further support learners. <i>The Social Studies department will implement a review of their major term paper assignment and develop appropriate scaffolds vertically to provide adequate instruction to support writing.</i>
	HESLP Target area (which area would you like to improve upon and WHY?)	LEADERSHIP-Curriculum Development Advisor – Collaboration - Assessment of Student Work I will collaborate with 9 th grade history teachers to develop research curriculum to include 21 st century learner standards which will incorporate state and national trends. The foundation for students' ability to be efficient and effective users and producers of information hinges on this important collaboration.
	My SMART goal which is worded to show alignment between SIP and HESLP Target area	Starting in 2012, the library partnered with the history department to begin to develop a research process that is both horizontally and vertically aligned. This work has continued with significant collaboration during the 2014-2015 school year. To advance research strategies and critical thinking, we incorporated assessment of all 9 th grade students on their knowledge of the research process, including: developing topics, identifying potential resources, search strategies, evaluating resources and ethical use of information.
	My Strategies/Indicators for carrying out my SMART goal	All 9th Grade Students will take the following Grade Level TRAILS PreAssessments: <ul style="list-style-type: none"> • Developing Topics • Identifying Potential Resources • Developing/Using/Revising • Evaluating Resources • Using Information Ethically/Responsibly They will then take a final assessment.
	My Partners	9th Grade History teachers and students
	MEASURABLE EVIDENCE of Leadership, instruction and/or collaboration	Evidence of leadership stems from the adoption of the proposed TRAILS tool to evaluate students. After testing students using this tool, we were able to identify strengths and weaknesses in the information-seeking skills of our students. Through instruction and collaboration with 9 th Grade teachers, we were able to address areas of concern and provide opportunities for growth within the scope of their research project.

SMART Goals:

☐ Specific ☐ Measurable ☐ Achievable ☐ Results-Focused ☐ Time Bound

	MEASURABLE EVIDENCE of Student Growth	Students will take the TRAILS final assessment and show growth. Additionally, we will evaluate final products students have created and compare them with previous years.
	REFLECTION	It is surprising what our digital natives have been able to do without when it comes to searching and researching. Through this process we have been able to help students become effective, efficient and responsible consumers and producers of information.

***If your school goals are not easily available, how are you planning on finding out from your administrator what they are?**

SMART Goals:

☐ **Specific** ☐ **Measurable** ☐ **Achievable** ☐ **Results-Focused** ☐ **Time Bound**

GOALS 2	School Unified Improvement Plan Goal (UIP) Goal	D'Evelyn staff will implement clear learning objectives for all students aimed at setting a foundation for providing effective feedback to encourage academic growth. Further, teachers will participate and engage in professional development to understand the importance of and increase the effectiveness of feedback to improve student learning.
	HESLP Target area (which 1 or 2 areas would you like to improve upon and WHY?)	LEADERSHIP-School Leadership - Professional Leadership - Administrative Support Although I have served on committees that support instructional school goals, (UIP, Instructional Rounds, etc.), I want to expand my reach to develop and provide timely professional development opportunities for staff and colleagues in other schools.
	My SMART goal which is worded to show alignment between UIP and HESLP Target area	After collecting feedback from staff, professional development opportunities will be developed and offered to all teachers based on their preferences and in support of our UIP goal during CDT time.
	My Strategies/Indicators for carrying out my SMART goal	Before the end of first semester, I will create a Google Form with professional development choices directly tied to the teacher rubric with examples of potential content and collect feedback. Then, after assessing the data create/develop/provide PD.
	My Partners	D'Evelyn Administration, Teachers
	MEASURABLE EVIDENCE of Collaboration, Leadership, and/or instruction	Through leadership and instruction, teachers will have the opportunity to attend professional development so that they can link research and learning with practice. The top choices will be offered F2F and recorded for future access/viewing. <ul style="list-style-type: none"> • Depth of Knowledge to Increase Rigor <i>Hess (combining Webb's Depth of Knowledge Levels to Bloom's Cognitive Process Dimensions)</i> • Highly Effective Web Design <i>7 Habits of Highly Effective Websites, Google Sites Tips/Tricks/Tools, Exemplars</i> • Collecting/Understanding Feedback and Providing Effective Feedback <i>Google Forms, SMART Response, Poll Everywhere, Schoology, Socrative, Doctopus, Turnitin</i> • Flipped Classroom/Interactive Learning Environment <i>YouTube, Screencastomatic, SMARTrecorder</i>
	MEASURABLE EVIDENCE of Student Growth	If teachers take advantage of the Professional Development that will be offered and incorporate it into their instruction, they will see more efficiency in their work. Ultimately, all of the PD directly impacts
	REFLECTION	Teachers are reticent to adopt new tools because of the time commitment up front. The goal of the professional development is not only to provide them with ideas, tools and exemplars, but also to show them the benefit to themselves and their students in the long run.

SMART Goals:

☐ Specific ☐ Measurable ☐ Achievable ☐ Results-Focused ☐ Time Bound

G O A L 3	School Unified Improvement Plan Goal (UIP) Goal	Vertical review and adjustment of writing in English and Social Studies in grades 7-12. <i>In collaboration with Steering Committee, we plan to continue the Social Studies term paper review with implementation of appropriate scaffolds and begin the implementation of curricular reviews starting with 8th grade English.</i>
	HESLP Target area (which 1 or 2 areas would you like to improve upon and WHY?)	LEADERSHIP – Curriculum Development Advisor – INSTRUCTIONAL SPECIALIST The creation of a curricular map will be a catalyst to systemically integrate 21 st century skills and ISTE standards into
	My SMART goal which is worded to show alignment between UIP and HESLPL Target area	After going through our Essential Learnings for English, Social Studies and Science in the fall of 2014, a curricular map will be developed by the spring of 2015 to help teachers with cross curricular collaborative opportunities, scaffolding and to assist in instructional planning, aligning lesson and unit plans and working collaboratively with others.
	My Strategies/Indicators for carrying out my SMART goal	Curricular map will be created collaboratively with teachers to accurately reflect our curriculum. <ul style="list-style-type: none"> Teachers will use the curricular map to collaborate with others both vertically and horizontally within their own subject matter as well as a support to see cross curricular connections with other disciplines. Curricular map will be used in the library to support curriculum, through collection development, marketing, research and student creation of content.
	My Partners	Steering Committee, Administration, Department Managers, Teachers, DLEA
	MEASURABLE EVIDENCE of Collaboration, Leadership, and/or instruction	The documentation, in and of itself, will be evidence of collaboration and leadership. Teachers will be able to see “at a glance” what other classes are studying and see correlations and relationships between disciplines.
	MEASURABLE EVIDENCE of Student Growth	There will not be any observable, demonstrated student growth. This is a tool to help teachers be more effective.
	REFLECTION	The district already has a tool that supports instructional planning, which allows educators to access Jeffco’s curriculum; align lesson and unit plans; and work collaboratively with others. The goal of this tool will be to guide instructional planning, horizontal and vertical alignment and collaborative efforts.

SMART Goals:

☐ Specific ☐ Measurable ☐ Achievable ☐ Results-Focused ☐ Time Bound